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29 February 1988

MEMORANDUM FOR: Director of Congressional Affairs

FROM:



Congressional Affairs

STAT

SUBJECT:

Talking Points for Informing HPSCI and SSCI
on Agency Proposal to Permit Spousal Leave
Transfer.

1. Per your request, I have attached talking points for your use when informing the staffs of the House Permanent Subcommittee on Intelligence and the Senate Intelligence Committee of the Agency proposal to permit spouses to transfer annual and sick leave for maternity/paternity purposes.

2. The requirement to inform the oversight Committees is in keeping with the language contained in the Joint Explanatory Statement for the Committee of Conference accompanying the Conference Report on the Intelligence Authorization Act for FY 1988. According to this language, "significant and non-urgent changes" in personnel management compensation should be discussed in advance with the oversight Committees.

3. In signing the action paper, dated 29 January 1988 (attached), the Executive Director noted that Congressional views be sought..."As good an idea as this is, we can't establish a general benefit of this kind without consultation."

4. As to whom you should consult with, I suggest Tom Latimer and Duane Andrews on the House side and, on the Senate side, Keith Hall and Charles Battaglia.



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TALKING POINTS ON LEAVE SHARING BETWEEN MEMBERS OF AN AGENCY
COUPLE FOR MATERNITY/PATERNITY PURPOSES.

The Agency proposes to institute a pilot (2 years) leave sharing program which would permit Agency employed couples to donate sick or annual leave to one or the other during the first six months after the birth of a child or the adoption of an infant child.

The decision to propose such a change is based upon several significant trends.

1. The proportion of women in our work force has increased dramatically over the past 10 years with a concomitant increase in the need for maternity leave:

-In 1977 only 32% of our full-time work force was composed of women. In 1987 that percentage rose to 41%.

-In 1977 only 16% of professional ranks was composed on women. Now the percentage stands at 30%.

-In 1986 and 1987 almost 50% of the full-time permanent persons hired were women.

2. The number of employee couples currently represents 11% of our employee population. We expect the number to continue to increase because:

--there is significant incentive for both members of a couple to work for the Agency. In many occupations it often is difficult for both members of a couple to pursue careers when one spouse works outside the Agency. Either the non-Agency member of the couple terminates employment to accompany the Agency spouse to an overseas or domestic location, or there is the strain of long separations as both seek to pursue separate careers. Such strains are ameliorated when both members of a couple pursue Agency careers.

--The strict security constraints we place on our employees cause them to feel more comfortable socializing with other Agency employees, and, in the marriages which frequently result, each spouse has a real understanding and an appreciation for the other spouse's work requirements.

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--Our tandem couple program and assignment policies assist both members of the Agency couple to maintain their careers. (Many small posts overseas depend heavily on spouses to fill necessary positions.)

3. Our current maternity leave policies do not allow for the flexibility to retain that member of the employee couple who was may be most needed by the Agency. For example, a wife could use all the leave she has accumulated or can be advanced resulting in the economic necessity for the husband to remain at home. The husband may be an engineer on a time-sensitive job for which there is no appropriate backup. If the husband could transfer leave to his wife, both the Agency's and the couple's needs could be met.

The particulars of what we propose are as follows:

--Sick leave could be only donated to cover the period of the mother's incapacitation as documented by a physician.

--Annual leave could be donated to cover any remaining period of time.

--Leave will be transferred on a straight hour-for-hour basis without regard to respective salary rates of the donor or donee. (This policy is in accordance with OPM procedures).

--Unused donated leave will revert back to the donor upon the donee's return to duty or separation from the Agency.

--Concurrence would be required by Head(s) of Career Service and must be approved by Director of Personnel.

In sum, an experimental employee couple maternity leave sharing program would serve significant Agency interests:

--Meet the changing demographics of our work force.

--Meet our unique requirements.

--Provide flexibility to retain the most needed employee following the birth of a child.

--Build a sense of loyalty in those employees who are career minded and who the Agency wants to retain for the duration of their careers.

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